

AN ORDINANCE of the Common Council fixing, establishing and ratifying compensation for certain City employees of the City of Fort Wayne represented by the Office and Professional Employees International Union Local #325.

WHEREAS, this Council is required to approve all collective bargaining decisions with regard to annual pay and monetary fringe benefits; and

WHEREAS, such compensation for certain employees of the City of Fort Wayne City of Fort Wayne, Indiana, has been agreed to in an agreement reached by and between the City and the Office and Professional Employees International Union Local #325 in accordance with collective bargaining as authorized and envisioned by the City's salary ordinances; and

WHEREAS, said agreement is for three (3) years, but pursuant to Indiana law, the compensation provided for therein must be annually ratified; and

WHEREAS, the Common Council desires to express its approval of the proposed three (3) year compensation package; and

WHEREAS, this ordinance is necessary to ratify, fix and establish such compensation for said certain employees for the year 1990.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. The following compensation is hereby established and fixed for <sup>OFFICE WORKER EMPLOYEES</sup> ~~police officers~~ of the City of Fort Wayne, Indiana, represented by the Office and Professional Employees International Union Local #325 for the year 1990, commencing January 1, 1990:

(a.) Commencing January 1, 1990, said compensation shall be as reflected in the Letter Agreement and Schedules


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"A/1" and "A/2" attached hereto and made a part hereof.

SECTION 2. Commencing January 1, 1990, the employees' PERF contribution shall be paid by the City.

SECTION 3. The proposed three year compensation package reflected in the attached letter agreement and Schedules "A/1", "A/2", "B" and "C" is hereby approved and ratified subject only to the annual ratification requirements of state law.

SECTION 4. That this ordinance shall be in full force and effect from and after its passage, and any and all necessary approval by the Mayor.

  
Councilmember

APPROVED AS TO FORM  
AND LEGALITY

  
J. Timothy McCaulay, City Attorney



Read the first time in full and on motion by Henry, seconded by Talarico, and duly adopted, read the second time by title and referred to the Committee on Personnel (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on \_\_\_\_\_, the \_\_\_\_\_, day of \_\_\_\_\_, 19\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M., E.S.T.

DATED: 3-27-90

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Henry, seconded by Bradbury, and duly adopted, placed on its passage. PASSED ~~lost~~ by the following vote:

|             | AYES     | NAYS | ABSTAINED | ABSENT |
|-------------|----------|------|-----------|--------|
| TOTAL VOTES | <u>9</u> |      |           |        |
| BRADBURY    | <u>✓</u> |      |           |        |
| BURNS       | <u>✓</u> |      |           |        |
| EDMONDS     | <u>✓</u> |      |           |        |
| GIAQUINTA   | <u>✓</u> |      |           |        |
| HENRY       | <u>✓</u> |      |           |        |
| LONG        | <u>✓</u> |      |           |        |
| REDD        | <u>✓</u> |      |           |        |
| SCHMIDT     | <u>✓</u> |      |           |        |
| TALARICO    | <u>✓</u> |      |           |        |

DATED: 4-10-90

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) \_\_\_\_\_ (APPROPRIATION) \_\_\_\_\_ (GENERAL) \_\_\_\_\_ (SPECIAL) \_\_\_\_\_ (ZONING MAP) \_\_\_\_\_ ORDINANCE \_\_\_\_\_ RESOLUTION NO. S. 86-90 on the 10th day of April, 1990.

Sandra E. Kennedy ATTEST  
SANDRA E. KENNEDY, CITY CLERK

SEAL  
Charles S. Reed  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 11th day of April, 1990, at the hour of 11:30 o'clock AM, E.S.T.

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 11th day of April, 1990, at the hour of 12:30 o'clock PM, E.S.T.

Paul Helmke  
PAUL HELMKE, MAYOR





## THE CITY OF FORT WAYNE

March 5, 1990

Robert Colestock, Business Representative  
Office and Professional Employees  
International Union Local 325  
5011 Rosebury Drive  
Fort Wayne, Indiana 46835

SUBJECT: 1990/92 Agreement

Dear Bob:

The following represents the City's offer of wages and working conditions for the period January 1, 1990 through December 31, 1992.

Wages: Effective January 1, 1990, the City shall pay bargaining unit employees' PERF contributions (3% of gross wages.) (Contributions deducted prior to implementation of this agreement will be refunded to the employees.)

Effective July 1, 1990, each wage schedule rate shall be increased one percent (1%).

Effective July 1, 1991, each wage schedule rate shall be increased eight percent (8%).

Effective July 1, 1992, each wage schedule rate shall be increased eight percent (8%).

Encoder classification shall be deleted from wage schedule.

Insurance: Effective January 1, 1990, insurance copayment shall be ten dollars (\$10) per employee per month. Effective January 1, 1991 and continuing through December 31, 1992, insurance copayment shall be twenty dollars (\$20) per employee per month.

Working Conditions:

Article VI, Representation: Change Sec. 1 (d) to reflect addition/deletion of classifications (pgs. 11 & 12.)

Article VI, Sec. 4 (Bids and Promotions) (d): second sentence shall read: "An employee, or a Union officer on his/her behalf, shall submit his/her bid in triplicate;..." (pg. 14.)



Article VII, Sec. 2 (Inclement Weather) (b) shall read:  
"The Employer recognizes that there are limits beyond which discomfort is so unreasonable that regular outside work should be suspended or modified. Therefore, whenever the wind velocity is 20 mph or more and the temperature is 15 degrees Fahrenheit or lower, or when the temperature alone is zero degrees Fahrenheit or lower at 7:30 a.m., the departure on the rounds of the Readers will be held up. If, at 8:30 a.m., the wind velocity is 20 mph or more and the temperature is 15 degrees Fahrenheit or lower, or the temperature is zero or below, the day's scheduled readings will be cancelled and the Readers assigned to other work if work is available...." (Remainder of paragraph remains unchanged.) (pgs. 20 & 21.)

Article VII, Sec. 6 (Bereavement Leave) (a) shall have the following phrase at the end of the paragraph deleted: "...as long as one of the days is the day of the funeral." (pg. 27)

Article VII, Sec. 15 (Safety Practices) (a): Language shall be clarified; i.e., "This does not include the cost of any examination required to obtain prescription safety glasses." (pg. 34)

Sick Time Accrual & Pay: The City is offering the Union's choice of one of the following alternatives:

(1) Sick time accrual and retirement pay provisions remain unchanged from present agreement.

(2) Sick time accrual shall be reduced from 2.31 hours per week (120.12 hours per year) to 1.54 hours per week (80.08 hours per year) and payment for accrued sick time at retirement shall be increased from \$1.00 per hour to \$2.00 per hour.

All other terms and conditions remain unchanged from present agreement.

Sincerely,

F. Nelson Peters, IV, Director  
Personnel/Labor Relations

nk

cc: T. Magley, D. Lehman, M. Manoloff, T. Hohman, D. Densel  
M. Younger, S. Martin, R. Collier, T. McChessney



OPEIU #325 - General Office

Schedule A/1 - January 1, 1990

Effective January 1, 1990 and continuing for the life of this Agreement, the City shall pay employee's portion of PERF contributions. Effective January 1, 1990, the wage schedule for regular authorized positions remains unchanged from 1989, expressed in hourly terms as follows:

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| <u>CUSTOMER RELATIONS</u>                  | <u>First 3<br/>Months</u> | <u>4 thru 9<br/>Months</u> | <u>10 thru<br/>15 Months</u> | <u>16 thru<br/>21 Months</u> | <u>Over 21<br/>Months</u> |
|--|---------------------------|----------------------------|------------------------------|------------------------------|---------------------------|
| Cashier                                    | 6.967                     | 7.124                      | 7.272                        | 7.427                        | 7.799                     |
| Chief Meter Reader                         | 10.238                    | 10.535                     | 10.840                       | 11.155                       | 11.478                    |
| Credit & Collection<br>Clerk I             | 6.924                     | 7.005                      | 7.168                        | 7.305                        | 7.871                     |
| Credit & Collection<br>Clerk II            | 8.896                     | 9.003                      | 9.221                        | 9.395                        | 10.135                    |
| Credit & Collection<br>Clerk/Audit & Error | 7.599                     | 7.768                      | 7.939                        | 8.110                        | 8.641                     |
| Customer Relations Clerk                   | 6.904                     | 7.062                      | 7.212                        | 7.367                        | 7.599                     |
| Customer Rel.Clerk/Cashier                 | 6.967                     | 7.124                      | 7.272                        | 7.427                        | 7.799                     |
| Data Control Clerk                         | 6.904                     | 7.062                      | 7.212                        | 7.367                        | 7.599                     |
| File Clerk                                 | 6.342                     | 6.499                      | 6.661                        | 6.798                        | 6.987                     |
| Information Specialist                     | 6.924                     | 7.005                      | 7.168                        | 7.305                        | 7.871                     |
| Meter Reader                               | 8.121                     | 8.295                      | 8.462                        | 8.634                        | 8.804                     |
| Meter Reader/Truck                         | 8.530                     | 8.704                      | 8.871                        | 9.043                        | 9.212                     |
| Permit Clerk                               | 7.599                     | 7.768                      | 7.939                        | 8.110                        | 8.641                     |
| Receptionist/Phone-in                      | 6.742                     | 6.830                      | 6.961                        | 7.087                        | 7.446                     |
| Receptionist/Walk-in                       | 5.926                     | 6.062                      | 6.280                        | 6.437                        | 6.596                     |
| Security Guard                             | 7.829                     | ---                        | 8.375                        | ---                          | 9.114                     |
| Senior Permit Clerk                        | 9.740                     | 9.924                      | 10.070                       | 10.216                       | 10.523                    |
| Utility Clerk                              | 7.599                     | 7.768                      | 7.939                        | 8.110                        | 8.641                     |
| Utility Clerk II                           | 9.128                     | 9.581                      | 9.697                        | 9.812                        | 10.135                    |
| Work Order Clerk                           | 6.924                     | 7.005                      | 7.168                        | 7.305                        | 7.871                     |

OPEIU #325 - General Office

Schedule A/1 - January 1, 1990 - Page 2

January 1, 1990, wage schedule for regular authorized positions-continued.

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| <u>GENERAL ACCOUNTING</u>  | <u>First 3<br/>Months</u> | <u>4 thru 9<br/>Months</u> | <u>10 thru<br/>15 Months</u> | <u>16 thru<br/>21 Months</u> | <u>Over 21<br/>Months</u> |
|----------------------------|---------------------------|----------------------------|------------------------------|------------------------------|---------------------------|
| Accounting Clerk I         | 6.223                     | 6.366                      | 6.570                        | 6.704                        | 6.954                     |
| Accounting Clerk II        | 6.504                     | 6.647                      | 6.804                        | 6.989                        | 7.272                     |
| Accounting Clerk III       | 6.907                     | 7.062                      | 7.214                        | 7.370                        | 7.533                     |
| General Accountant I       | 8.457                     | 8.851                      | 9.334                        | 9.849                        | 10.353                    |
| General Accountant II      | 9.126                     | 9.599                      | 10.066                       | 10.537                       | 11.637                    |
| Lead Accountant            | 10.238                    | 10.878                     | 11.558                       | 12.401                       | 13.178                    |
| Secretary                  | 6.907                     | 7.062                      | 7.214                        | 7.370                        | 7.776                     |
| <br><u>OFFICE SERVICES</u> |                           |                            |                              |                              |                           |
| General Utility Clerk I    | 5.926                     | 6.062                      | 6.280                        | 6.437                        | 6.596                     |
| General Utility Clerk II   | 6.703                     | 6.858                      | 7.009                        | 7.166                        | 7.708                     |
| Mail Clerk                 | 6.342                     | 6.499                      | 6.661                        | 6.798                        | 6.987                     |
| Utility Clerk II           | 9.128                     | 9.581                      | 9.697                        | 9.812                        | 10.135                    |



OPEIU #325 - General Office

Schedule A/2 - July 1, 1990

Effective July 1, 1990, the wage schedule for regular authorized positions shall increase one (1) percent, expressed in hourly terms as follows:

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| <u>CUSTOMER RELATIONS</u>                  | <u>First 3<br/>Months</u> | <u>4 thru 9<br/>Months</u> | <u>10 thru<br/>15 Months</u> | <u>16 thru<br/>21 Months</u> | <u>Over 21<br/>Months</u> |
|--|---------------------------|----------------------------|------------------------------|------------------------------|---------------------------|
| Cashier                                    | 7.037                     | 7.195                      | 7.345                        | 7.501                        | 7.877                     |
| Chief Meter Reader                         | 10.340                    | 10.640                     | 10.948                       | 11.267                       | 11.593                    |
| Credit & Collection<br>Clerk I             | 6.993                     | 7.075                      | 7.240                        | 7.378                        | 7.950                     |
| Credit & Collection<br>Clerk II            | 8.985                     | 9.093                      | 9.313                        | 9.489                        | 10.236                    |
| Credit & Collection<br>Clerk/Audit & Error | 7.675                     | 7.846                      | 8.018                        | 8.191                        | 8.727                     |
| Customer Relations Clerk                   | 6.973                     | 7.133                      | 7.284                        | 7.441                        | 7.675                     |
| Customer Rel.Clerk/Cashier                 | 7.037                     | 7.195                      | 7.345                        | 7.501                        | 7.877                     |
| Data Control Clerk                         | 6.973                     | 7.133                      | 7.284                        | 7.441                        | 7.675                     |
| File Clerk                                 | 6.405                     | 6.564                      | 6.728                        | 6.866                        | 7.057                     |
| Information Specialist                     | 6.993                     | 7.075                      | 7.240                        | 7.378                        | 7.950                     |
| Meter Reader                               | 8.202                     | 8.378                      | 8.547                        | 8.720                        | 8.892                     |
| Meter Reader/Truck                         | 8.615                     | 8.791                      | 8.960                        | 9.133                        | 9.304                     |
| Permit Clerk                               | 7.675                     | 7.846                      | 8.018                        | 8.191                        | 8.727                     |
| Receptionist/Phone-in                      | 6.809                     | 6.898                      | 7.031                        | 7.158                        | 7.520                     |
| Receptionist/Walk-in                       | 5.985                     | 6.123                      | 6.343                        | 6.501                        | 6.662                     |
| Security Guard                             | 7.907                     | ---                        | 8.459                        | ---                          | 9.205                     |
| Senior Permit Clerk                        | 9.837                     | 10.023                     | 10.171                       | 10.318                       | 10.628                    |
| Utility Clerk                              | 7.675                     | 7.846                      | 8.018                        | 8.191                        | 8.727                     |
| Utility Clerk II                           | 9.219                     | 9.677                      | 9.794                        | 9.910                        | 10.236                    |
| Work Order Clerk                           | 6.993                     | 7.075                      | 7.240                        | 7.378                        | 7.950                     |



## OPEIU #325 - General Office

Schedule A/2 - July 1, 1990 - Page 2

July 1, 1990, wage schedule for regular authorized positions-continued.

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| <u>GENERAL ACCOUNTING</u>  | <u>First 3<br/>Months</u> | <u>4 thru 9<br/>Months</u> | <u>10 thru<br/>15 Months</u> | <u>16 thru<br/>21 Months</u> | <u>Over 21<br/>Months</u> |
|----------------------------|---------------------------|----------------------------|------------------------------|------------------------------|---------------------------|
| Accounting Clerk I         | 6.285                     | 6.430                      | 6.636                        | 6.771                        | 7.024                     |
| Accounting Clerk II        | 6.569                     | 6.713                      | 6.872                        | 7.059                        | 7.345                     |
| Accounting Clerk III       | 6.976                     | 7.133                      | 7.286                        | 7.444                        | 7.608                     |
| General Accountant I       | 8.542                     | 8.940                      | 9.427                        | 9.947                        | 10.457                    |
| General Accountant II      | 9.217                     | 9.695                      | 10.167                       | 10.642                       | 11.753                    |
| Lead Accountant            | 10.340                    | 10.987                     | 11.674                       | 12.401                       | 13.178                    |
| Secretary                  | 6.976                     | 7.133                      | 7.286                        | 7.444                        | 7.854                     |
| <br><u>OFFICE SERVICES</u> |                           |                            |                              |                              |                           |
| General Utility Clerk I    | 5.985                     | 6.123                      | 6.343                        | 6.501                        | 6.662                     |
| General Utility Clerk II   | 6.770                     | 6.927                      | 7.079                        | 7.238                        | 7.785                     |
| Mail Clerk                 | 6.405                     | 6.564                      | 6.728                        | 6.866                        | 6.057                     |
| Utility Clerk II           | 9.219                     | 9.677                      | 9.794                        | 9.910                        | 10.236                    |



OPEIU #325 - General Office

Schedule B - July 1, 1991

Effective July 1, 1991, the wage schedule for regular authorized positions shall increase 8 percent, expressed in hourly terms as follows:

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| <u>CUSTOMER RELATIONS</u>                  | <u>First 3<br/>Months</u> | <u>4 thru 9<br/>Months</u> | <u>10 thru<br/>15 Months</u> | <u>16 thru<br/>21 Months</u> | <u>Over 21<br/>Months</u> |
|--|---------------------------|----------------------------|------------------------------|------------------------------|---------------------------|
| Cashier                                    | 7.600                     | 7.771                      | 7.933                        | 8.102                        | 8.507                     |
| Chief Meter Reader                         | 11.167                    | 11.491                     | 11.824                       | 12.168                       | 12.520                    |
| Credit & Collection<br>Clerk I             | 7.552                     | 7.641                      | 7.819                        | 7.968                        | 8.586                     |
| Credit & Collection<br>Clerk II            | 9.704                     | 9.820                      | 10.058                       | 10.248                       | 11.055                    |
| Credit & Collection<br>Clerk/Audit & Error | 8.289                     | 8.474                      | 8.659                        | 8.846                        | 9.425                     |
| Customer Relations Clerk                   | 7.531                     | 7.704                      | 7.867                        | 8.036                        | 8.289                     |
| Customer Rel.Clerk/Cashier                 | 7.600                     | 7.771                      | 7.933                        | 8.102                        | 8.507                     |
| Data Control Clerk                         | 7.531                     | 7.704                      | 7.867                        | 8.036                        | 8.289                     |
| File Clerk                                 | 6.917                     | 7.089                      | 7.266                        | 7.415                        | 7.622                     |
| Information Specialist                     | 7.552                     | 7.641                      | 7.819                        | 7.968                        | 8.586                     |
| Meter Reader                               | 8.858                     | 9.048                      | 9.231                        | 9.418                        | 9.603                     |
| Meter Reader/Truck                         | 9.304                     | 9.494                      | 9.677                        | 9.864                        | 10.048                    |
| Permit Clerk                               | 8.289                     | 8.474                      | 8.659                        | 8.846                        | 9.425                     |
| Receptionist/Phone-in                      | 7.354                     | 7.450                      | 7.593                        | 7.731                        | 8.122                     |
| Receptionist/Walk-in                       | 6.464                     | 6.613                      | 6.850                        | 7.021                        | 7.195                     |
| Security Guard                             | 8.540                     | ---                        | 9.136                        | ---                          | 9.941                     |
| Senior Permit Clerk                        | 10.624                    | 10.825                     | 10.985                       | 11.143                       | 11.478                    |
| Utility Clerk                              | 8.289                     | 8.474                      | 8.659                        | 8.846                        | 9.425                     |
| Utility Clerk II                           | 9.957                     | 10.451                     | 10.578                       | 10.703                       | 11.055                    |
| Work Order Clerk                           | 7.552                     | 7.641                      | 7.819                        | 7.968                        | 8.586                     |



## OPEIU #325 - General Office

## Schedule B - July 1, 1991 - Page 2

July 1, 1991, wage schedule for regular authorized positions-continued.

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| <u>GENERAL ACCOUNTING</u> | <u>First 3<br/>Months</u> | <u>4 thru 9<br/>Months</u> | <u>10 thru<br/>15 Months</u> | <u>16 thru<br/>21 Months</u> | <u>Over 21<br/>Months</u> |
|---------------------------|---------------------------|----------------------------|------------------------------|------------------------------|---------------------------|
| Accounting Clerk I        | 6.788                     | 6.944                      | 7.167                        | 7.313                        | 7.586                     |
| Accounting Clerk II       | 7.095                     | 7.250                      | 7.422                        | 7.624                        | 7.933                     |
| Accounting Clerk III      | 7.534                     | 7.704                      | 7.869                        | 8.040                        | 8.217                     |
| General Accountant I      | 9.225                     | 9.655                      | 10.181                       | 10.743                       | 11.294                    |
| General Accountant II     | 9.954                     | 10.471                     | 10.980                       | 11.493                       | 12.693                    |
| Lead Accountant           | 11.167                    | 11.866                     | 12.608                       | 13.393                       | 14.232                    |
| Secretary                 | 7.534                     | 7.704                      | 7.869                        | 8.040                        | 8.482                     |
| <u>OFFICE SERVICES</u>    |                           |                            |                              |                              |                           |
| General Utility Clerk I   | 6.464                     | 6.613                      | 6.850                        | 7.021                        | 7.195                     |
| General Utility Clerk II  | 7.312                     | 7.481                      | 7.645                        | 7.817                        | 8.408                     |
| Mail Clerk                | 6.917                     | 7.089                      | 7.266                        | 7.415                        | 7.622                     |
| Utility Clerk II          | 9.957                     | 10.451                     | 10.578                       | 10.703                       | 11.055                    |



OPEIU #325 - General Office

Schedule C - July 1, 1992

Effective July 1, 1992, the wage schedule for regular authorized positions shall increase 8 percent, expressed in hourly terms as follows:

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| <u>CUSTOMER RELATIONS</u>                  | <u>First 3<br/>Months</u> | <u>4 thru 9<br/>Months</u> | <u>10 thru<br/>15 Months</u> | <u>16 thru<br/>21 Months</u> | <u>Over 21<br/>Months</u> |
|--|---------------------------|----------------------------|------------------------------|------------------------------|---------------------------|
| Cashier                                    | 8.208                     | 8.393                      | 8.568                        | 8.750                        | 9.188                     |
| Chief Meter Reader                         | 12.060                    | 12.410                     | 12.770                       | 13.141                       | 13.522                    |
| Credit & Collection<br>Clerk I             | 8.156                     | 8.252                      | 8.445                        | 8.605                        | 9.273                     |
| Credit & Collection<br>Clerk II            | 10.480                    | 10.606                     | 10.863                       | 11.068                       | 11.939                    |
| Credit & Collection<br>Clerk/Audit & Error | 8.952                     | 9.152                      | 9.352                        | 9.554                        | 10.179                    |
| Customer Relations Clerk                   | 8.133                     | 8.320                      | 8.496                        | 8.679                        | 8.952                     |
| Customer Rel.Clerk/Cashier                 | 8.208                     | 8.393                      | 8.568                        | 8.750                        | 9.188                     |
| Data Control Clerk                         | 8.133                     | 8.320                      | 8.496                        | 8.679                        | 8.952                     |
| File Clerk                                 | 7.470                     | 7.656                      | 7.847                        | 8.008                        | 8.232                     |
| Information Specialist                     | 8.156                     | 8.252                      | 8.445                        | 8.605                        | 9.273                     |
| Meter Reader                               | 9.567                     | 9.772                      | 9.969                        | 10.171                       | 10.371                    |
| Meter Reader/Truck                         | 10.048                    | 10.254                     | 10.451                       | 10.653                       | 10.852                    |
| Permit Clerk                               | 8.952                     | 9.152                      | 9.352                        | 9.554                        | 10.179                    |
| Receptionist/Phone-in                      | 7.942                     | 8.046                      | 8.200                        | 8.349                        | 8.772                     |
| Receptionist/Walk-in                       | 6.981                     | 7.142                      | 7.398                        | 7.583                        | 7.771                     |
| Security Guard                             | 9.223                     | ---                        | 9.867                        | ---                          | 10.736                    |
| Senior Permit Clerk                        | 11.474                    | 11.691                     | 11.864                       | 12.034                       | 12.396                    |
| Utility Clerk                              | 8.592                     | 9.152                      | 9.352                        | 9.554                        | 10.179                    |
| Utility Clerk II                           | 10.754                    | 11.287                     | 11.424                       | 11.559                       | 11.939                    |
| Work Order Clerk                           | 8.156                     | 8.252                      | 8.445                        | 8.605                        | 9.273                     |

OPEIU #325 - General Office  
Schedule C - July 1, 1992 - Page 2

July 1, 1992, wage schedule for regular authorized positions-  
continued.

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| <u>GENERAL ACCOUNTING</u>  | <u>First 3<br/>Months</u> | <u>4 thru 9<br/>Months</u> | <u>10 thru<br/>15 Months</u> | <u>16 thru<br/>21 Months</u> | <u>Over 21<br/>Months</u> |
|----------------------------|---------------------------|----------------------------|------------------------------|------------------------------|---------------------------|
| Accounting Clerk I         | 7.331                     | 7.500                      | 7.740                        | 7.898                        | 8.193                     |
| Accounting Clerk II        | 7.663                     | 7.830                      | 8.016                        | 8.234                        | 8.568                     |
| Accounting Clerk III       | 8.137                     | 8.320                      | 8.499                        | 8.683                        | 8.874                     |
| General Accountant I       | 9.963                     | 10.427                     | 10.995                       | 11.602                       | 12.198                    |
| General Accountant II      | 10.750                    | 11.309                     | 11.858                       | 12.412                       | 13.708                    |
| Lead Accountant            | 12.060                    | 12.815                     | 13.617                       | 14.464                       | 15.371                    |
| Secretary                  | 8.137                     | 8.320                      | 8.499                        | 8.683                        | 9.161                     |
| <br><u>OFFICE SERVICES</u> |                           |                            |                              |                              |                           |
| General Utility Clerk I    | 6.981                     | 7.142                      | 7.398                        | 7.583                        | 7.771                     |
| General Utility Clerk II   | 7.897                     | 8.079                      | 8.257                        | 8.442                        | 9.081                     |
| Mail Clerk                 | 7.470                     | 7.656                      | 7.847                        | 8.008                        | 8.232                     |
| Utility Clerk II           | 10.754                    | 11.287                     | 11.424                       | 11.559                       | 11.939                    |



DIGEST SHEET

TITLE OF ORDINANCE: Approving 3-year collective bargaining agreement and wage rates (1990 thru 1992) for City of Fort Wayne employees represented by Office and Professional Employees International Union Local 325 (Customer Relations, General Accounting, Office Services.)

DEPARTMENT REQUESTING ORDINANCE: Personnel/Labor Rel. (3-21-90)

## SYNOPSIS OF ORDINANCE:

Working conditions, wages, and fringe benefits for the years 1990 through 1992. Minor language changes in working conditions provisions, which do not have any monetary impact.

Wages: Effective January 1, 1990, the City shall pay bargaining unit employees' PERF contributions (3% of gross wages.)

Effective July 1, 1990, each wage schedule rate shall be increased one percent (1%).

Effective July 1, 1991, each wage schedule rate shall be increased eight percent (8%).

Effective July 1, 1992, each wage schedule rate shall be increased eight percent (8%).

Insurance: Effective January 1, 1990, insurance copayment shall be ten dollars (\$10) per employee per month. Effective January 1, 1991 and continuing through December 31, 1992, insurance copayment shall be twenty dollars (\$20) per employee per month.

EFFECT OF PASSAGE: City pays employee PERF contribution (3% of gross wage,) effective wage rate increase for 1990 = .5%;  
effective wage rate increase for 1991 = 4%;  
effective wage rate increase for 1992 = 4%.  
Insurance copayment increases from \$5/mo/ee to \$10/mo/ee for 1990 and to \$20/mo/ee for 1991 & 1992.

EFFECT OF NON-PASSAGE: Wage rates and insurance copayment remain at 1989 level.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS): Cost of PERF contribution for 1990 = \$27,141; 1% increase 7-1-90 = \$4,501; 1990 total additional cost = \$31,642. 1990 Savings due to increased insurance copayment = \$3,060.  
1991 additional cost = \$40,869; additional insurance savings = \$6,120.  
1992 additional cost = \$75,664.

ASSIGNED TO COMMITTEE (PRESIDENT)



BILL NO. S-90-03-43

*Committee of the C. C. C.*  
REPORT OF THE COMMITTEE ON FINANCE

THOMAS C. HENRY, CHAIRMAN  
DONALD J. SCHMIDT, VICE CHAIRMAN  
BRADBURY, BURNS, GIAQUINTA  
*Committee of the C. C. C.*

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) <sup>XXXXXXXXXX</sup> (RESOLUTION) of the Common Council  
fixing, establishing and ratifying compensation for certain City  
employees of the City of Fort Wayne represented by the  
Office and Professional Employees International Union Local #325

HAVE HAD SAID (ORDINANCE) (RESOLUTION) UNDER CONSIDERATION  
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID  
(ORDINANCE) (RESOLUTION)

DO PASS

DO NOT PASS

ABSTAIN

NO REC

|                    |       |       |       |
|--------------------|-------|-------|-------|
| <i>[Signature]</i> | _____ | _____ | _____ |
| <i>[Signature]</i> | _____ | _____ | _____ |
| Janet G. Bradbury  | _____ | _____ | _____ |
| C. R. Edmunds      | _____ | _____ | _____ |
| Samuel J. Talarico | _____ | _____ | _____ |
| <i>[Signature]</i> | _____ | _____ | _____ |
| <i>[Signature]</i> | _____ | _____ | _____ |
| <i>[Signature]</i> | _____ | _____ | _____ |
| _____              | _____ | _____ | _____ |

DATED:

Sandra E. Kennedy  
City Clerk